

WorkFirst High Performance Bonus

Innovative Project

2002 Nomination Form

Name of project (use separate form for each nomination): Employer Focused Job Club

Local Planning Area: Lewis County

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Project period (only projects operating between July 1, 2001 and June 30, 2002 will be considered):

An interagency committee with state and local participation will review your nomination. Please keep your submission to 3 pages of narrative -- the nomination packet must not exceed 3 pages of narrative plus the signature page. Let us know if additional materials, such as marketing tools, newspaper clippings, evaluations, etc. are available upon request. We may request this information before making a final decision on the bonus.

1.	<p>Describe your project. (This section will be scored as 25% of the total points awarded.) You may want to include:</p> <ul style="list-style-type: none"> • How does this project relate to the WorkFirst performance measures? • How many persons were served during SFY2002? Please list TANF and low-income persons separately. • If known, what was the cost per person served including operating and administrative costs? • What TANF purpose does this project address? The four purposes of TANF are on the WorkFirst website under Local Area Planning/ High Performance Bonus Awards/Expenditure Criteria at http://www.wa.gov/WORKFIRST/local/hpbacriteria.htm
	<ul style="list-style-type: none"> ➤ The Lewis County LPA looked for ways to develop large numbers of employment opportunities for WorkFirst participants. We immediately faced a challenge because more than 70% of all Lewis County businesses employ four or fewer people. Of the remaining 30%, a significant number of businesses required semi or highly skilled labor. To give our WorkFirst Participants a chance to compete for entry level jobs with five weeks of employer provided training, we called upon LiveBridge of Tumwater. The timing of our contact with this employer was perfect. They had just obtained a national customer service contract and needed to hire 500 customer service reps in a very short timeframe. To help fulfill their labor needs, we invited them to participate in our weekly job clubs which gave them direct access to more than 100 potential candidates who were TANF recipients. We established regularly scheduled visits by the employer to job club, provided interview space, helped job seekers develop targeted resumes and complete the employer's application, and prepped candidates for the interviews. ➤ The TANF purpose this project addresses is to end the dependence of needy parents on government benefits by promoting job preparation and work. ➤ This project directly impacted performance measures by increasing entered employments and reducing caseload.
2.	<p>What makes this project innovative? (This section will be scored as 50% of the total points awarded.) You may want to include:</p> <ul style="list-style-type: none"> • What need was addressed and for what population? • How was the project designed? ➤ What impact was desired? • Was there a client focus? Employer focus? • What has been learned? • Did this project simplify the program or its operations? • How did you measure the success of this project?
	<ul style="list-style-type: none"> ➤ What makes this project innovative is the fact that we went beyond the borders of Lewis County to find an employer willing to hire, train and accommodate the needs of large numbers of WorkFirst participants. LiveBridge is located in Tumwater, approximately 25 miles North of Chehalis. While working at this site created potential transportation issues for some employees, the employer was willing to help coordinate car pooling opportunities and help people resolve potential barriers. ➤ The desired outcome of this effort was to have as many WorkFirst Participants employed in high-wage, high demand jobs with opportunities for advancement. The starting wage for customer service positions is \$9.00 per hour and employees can earn bonuses of up to \$500 every two weeks. These

	<p>opportunities do not exist in Lewis County.</p> <ul style="list-style-type: none"> ➤ In addition to getting many qualified employees, the employer saved on recruiting costs by allowing us to serve as a “branch office” of their HR Department. ➤ The success of this effort was measured by the number of participants hired. We began this partnership in April of 2002 and by June 30, 2002, LiveBridge had hired 33 WorkFirst Participants which was approximately 30% of our total job search participants.
3.	<p>Partnerships. (This section will be scored as 25% of the total points awarded.) You may want to include:</p> <ul style="list-style-type: none"> • What partners were involved in the design of this project? • What partners supported this program in ways that contributed to its success? • Did you bring in new partners for this project? • Did you add new resources—funds, person power, other-in-kind contributions? • Did this project strengthen existing partnerships?
	<ul style="list-style-type: none"> ➤ The partners that were responsible for the design of this project and contributed to its success included ESD/WorkFirst, DSHS, Centralia College and the employer. ➤ This project particularly strengthened the relationship between WorkSource and the employer. As a result of this project, the partnership rolled out a one-week, customized pre-employment training program to allow more WorkFirst participants to become eligible for hire. This training includes Introduction to Computers which is a pre-requisite to being hired, as well as other basic workplace skills to address job retention.

Are additional materials available upon request? ☐ Yes ☒ No

Please email this form and mail or FAX an additional page with the signatures of the mandatory partners in your Local Planning Area. All partners must agree to nominate this project.

Nominations are due by 5:00 p.m., Tuesday, October 15, 2002 to:

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